

FUEL **ETRP**

Fuel Emerging Talent Rotational Program

Amgen's business is evolving and so are our leaders. Learn more about Operations' approach to developing talent for key leadership roles.



WHAT IS FUEL YOUR POTENTIAL?



*Building on our aspiration to be a Best Place for Talent, **Fuel Your Potential** includes purposeful experiences and opportunities to support participants on their journey to leadership excellence.*

Operations' Fuel programs combine on-the-job development, job rotations, development assessments, mentoring, coaching, structured learning, and opportunities for participants to expand their network and visibility.



CREATE BREADTH

Expand participants' breadth of experience across functions and/or geographies



GROW LEADERSHIP

Develop diverse leadership experiences and capabilities to support future business needs



BUILD SUPPORT

Provide coaching, feedback, and support to accelerate development

Fuel Programs

Fuel Your Potential includes five leadership development programs that span across the employee life cycle to develop a robust talent pipeline for Operations' key leadership roles.

FUEL ETRP

Emerging Talent Rotational Program

FUEL MIT LGO

Leaders for Global Operations

FUEL FOL

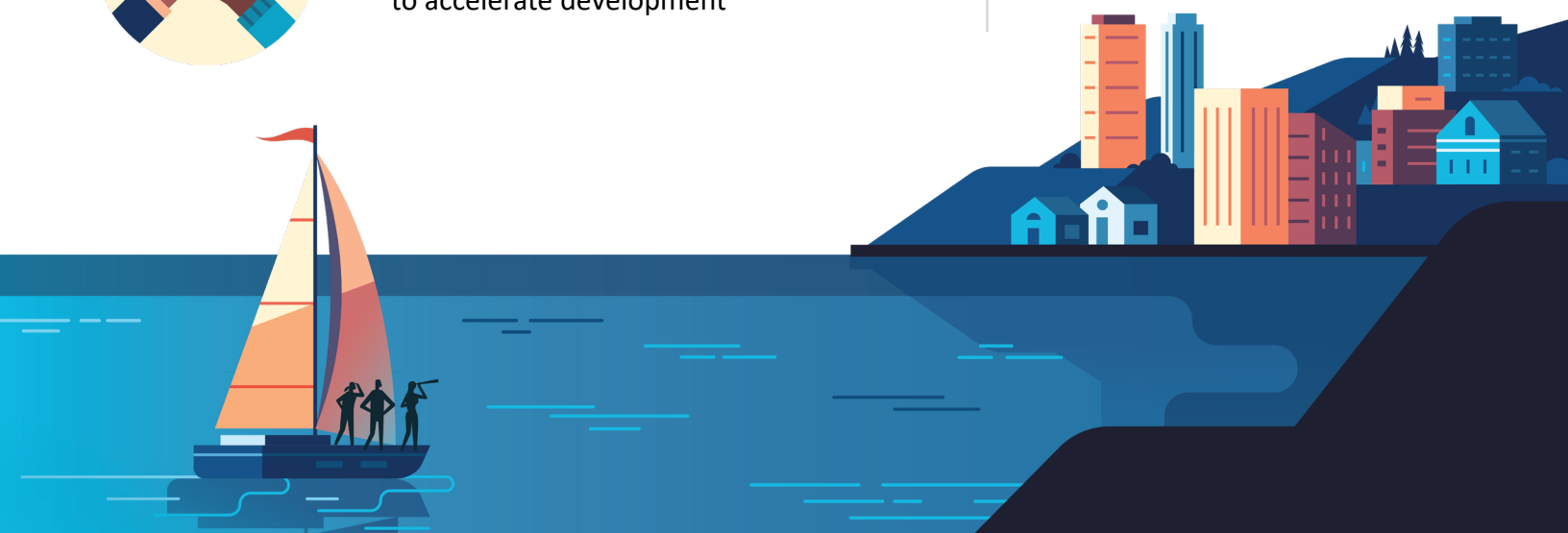
Future Operations Leader Program

FUEL OLP

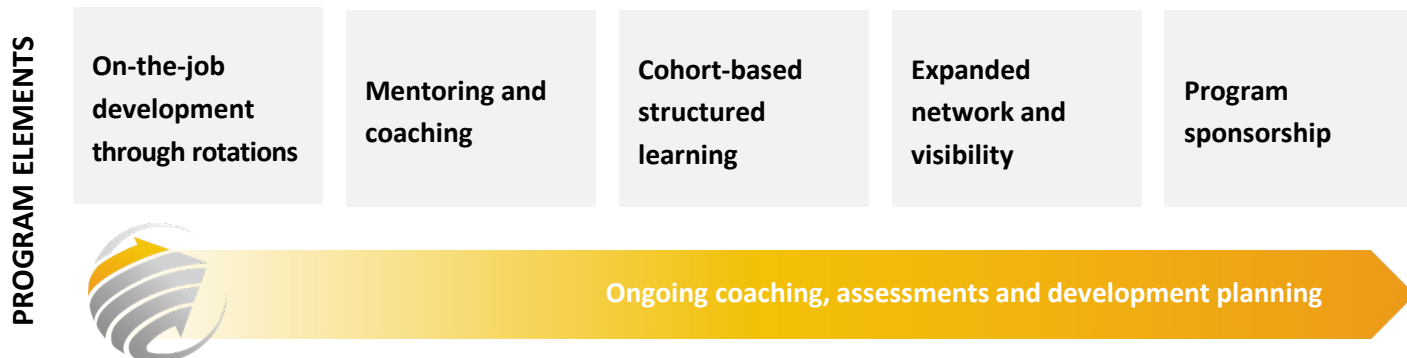
Operations Leader Program

FUEL OEL

Operations Enterprise Leaders



The **Fuel Emerging Talent Rotational Program (ETRP)** is for all Operations staff members globally at GCF level 3. It is designed to provide participants with opportunities to build essential breadth of experience, knowledge and skills to be well-equipped for their journey to leadership excellence.



ETRP PROGRAM DETAILS

The ETRP program provides a blended approach to development and entails:

- Three 8–10-month job rotations in different roles across Operations sub-functions
- Participants take part in leadership development training and development assessments and learn how to optimize their performance and personal effectiveness
- Visibility to local leadership throughout the program

ETRP OBJECTIVES

By the end of the program, participants should have:

- Gained experience working in different functions and with different team and managers
- Mapped out a career development plan
- Developed deeper self-awareness through assessments and coaching
- Created a wider cross-functional network and deeper understanding of Amgen's business

WHAT DOES IT TAKE TO THRIVE IN THIS PROGRAM

- Proven leadership skills, demonstrated through extra-curricular or work experience activities
- Previous Amgen or relevant industry experience in biopharma, manufacturing, or engineering environment
- Strong technical and analytical skills
- Ability to work effectively and collaboratively across teams and levels of management
- Proven track record of performance

The ETRP Program kicks-off annually in July. Program enrollment is application-based only. The application and selection process happens in the first quarter of the respective program start year.

Note: In addition to internal staff, we also have an external pipeline into this program.

EXPECTATIONS

- Operations GCF Level 3 staff
- At least 1 year in current role at time of application (Exception: Director or above approval to apply earlier can be presented)
- Bachelors' degree
- Rated Exceeds or Far Exceeds once in the last 3 years (Exception: Director or above recommendation letter can be presented)